

Introduction and Explanatory Notes

- The permanent workforce is the primary focus of these data. Permanent employees may have full-time, part-time or intermittent work schedules. The permanent workforce includes:
 1. employees in the **competitive service** whose appointments are not time-limited,
 2. **excepted service** employees whose appointments are comparable to the competitive service, such as the majority of the Federal Aviation Administration¹ and most attorneys, and
 3. employees in the **Senior Executive Service** who are not serving under limited term appointments.
- The table, Total Civilian Employment, also includes employees with temporary appointments.
- Data on Supervisors and Managers includes positions that meet the minimum requirements for application of the Office of Personnel Management's Supervisory Grade Evaluation Guide.
- DOT is comprised of thirteen operating administrations or organizations:

Office of the Secretary (OST)	National Highway Traffic Safety Administration (NHTSA)
Federal Aviation Administration (FAA)	Research and Special Projects Administration (RSPA)
Federal Highway Administration (FHWA)	Office of the Inspector General (OIG)
Federal Motor Carrier Safety Administration (FMCSA) ²	Maritime Administration (MARAD)
Federal Railroad Administration (FRA)	Surface Transportation Board (STB) ³
Saint Lawrence Seaway Development Corp (SLSDC)	Bureau of Transportation Statistics (BTS) ⁴
Federal Transit Administration (FTA)	
- The United States Coast Guard (USCG) and Transportation Security Administration (TSA) were transferred to Department of Homeland Security in early FY 2003.
- The Transportation Administrative Services Center (TASC) was realigned back into the Office of the Secretary during FY 2003.
- The number and rates of hires and losses are to and from DOT, not from individual administrations.
- The number of promotions includes only permanent promotions.
- The average salary amounts include locality pay.
- The average grade charts for GS or Equivalent do not include wage grade employees.
- Since 1998, several categories of FAA employees have been moved from the standard GS grade structure into Pay Banding.

¹ The majority of FAA's workforce was converted to the excepted service effective April 1, 1996.

² FMCSA was separated from FHWA in FY00.

³ STB was created in DOT on January 1, 1996 as a result of the ICC Termination Act of 1995.

⁴ The FY1995 report included BTS numbers as part of OST. Since FY1996, they have been reported separately.